

Using SLDS Data to Build a Teacher Performance System



August 2012

Pilot Districts

- Maine Schools for Excellence Program
 - Teacher Incentive Fund 5-Year Grant
- Five Districts
 - 18 Schools
 - 458 Teachers
- Rigorous, transparent and fair teacher and principal evaluation using observation-based assessments, peer review, and student achievement data

Grant Components

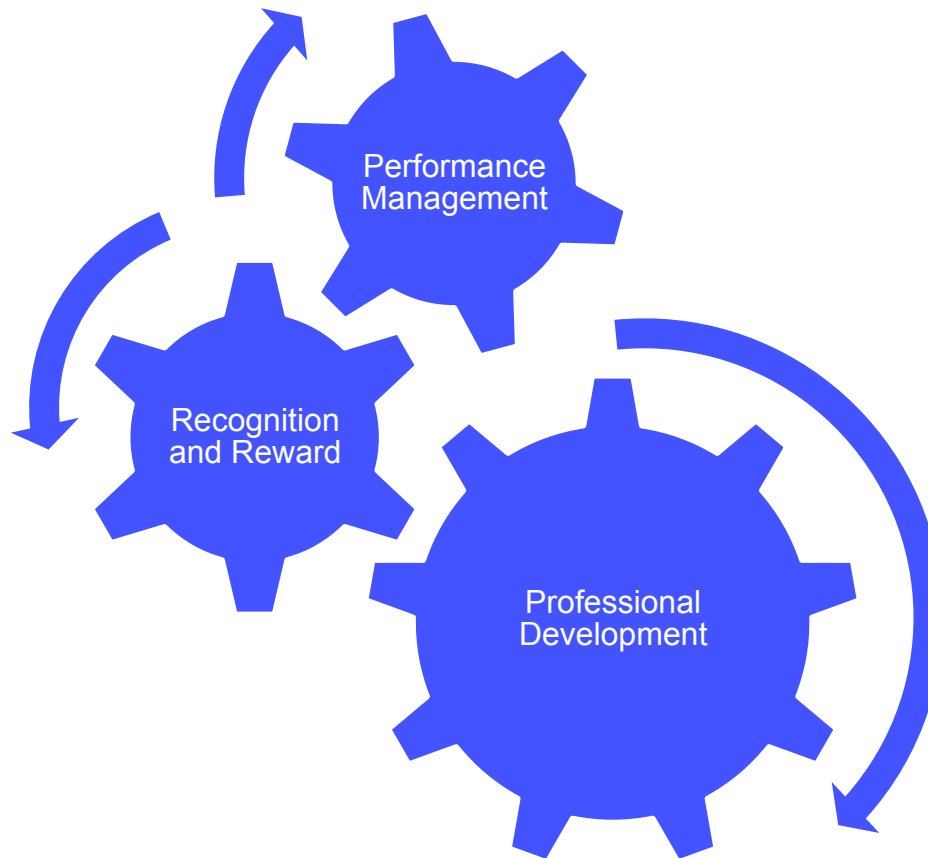
- School-wide, instructionally focused professional development for teachers
- School-wide, leadership focused professional development for principals
- Enhanced mentoring and induction program for all beginning teachers (3 years) with a focus on teacher quality and student achievement

Grant Components

- Incentives for student growth based on multiple measures
- Incentives for teachers who assume additional responsibilities and leadership roles
- Extensive stakeholder involvement and communication around the design and implementation of this performance system

Key Components

Total Performance System



Pilot Project Goals

- Performance-Based Compensation System
- Multiple measures of educator performance
- District, school or educator-specific models
- Real-time reporting of scorecard performance measures
- Secure, web based access to performance by educators
- Summary performance reporting at the classroom, grade, school and district

Project Phases

- Phase 1 - Proof of Concept
 - Develop Models/Measures
 - Establish Upload Process
 - Design Scorecard
- Phase 2 – Production Model
 - Establish Model/Rubric Builder
 - Add Professional Growth Standards (page 2)
 - Create Additional Reports

Project Phases

- Phase 3
 - Teacher/Class/Student Data
 - Teacher of Record Identification
 - Student Growth Calculations
 - Direct Imports of Raw Data

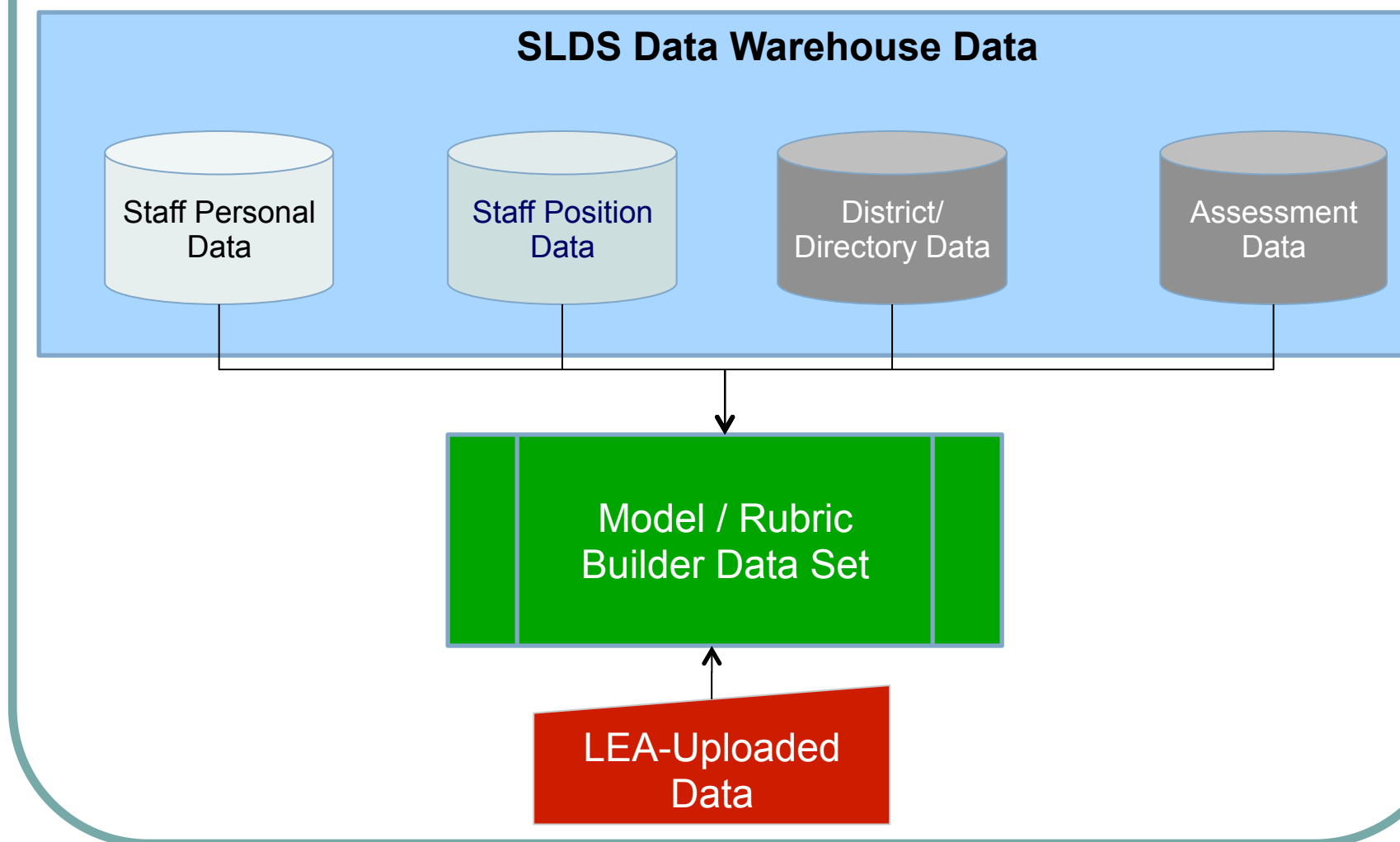
Governance

- Stakeholders
 - LEA Representatives
 - Maine School Management Association
 - Maine Education Association
 - Maine Principals Association
 - Maine Administrators of Services for Children with Disabilities
 - Maine Department of Education

Vendors/Partners

- Choice Solutions
 - Performance Reporting System
- Cambridge Education
 - Student Surveys
- RANDA Solutions
 - Teacher Observation
- Teachscape
 - Multimedia content libraries and classroom videos
- National Board for Professional Teaching Standards (NBPTS)

What data can be used



Selecting Measures

Please select the measures to include in the calculation:

Staff Personal	Staff Position	Staff Employment	Assessment Results	Other
Select ▼	Select ▼	Select ▼	Select	Select
			=====	=====
			Assessment	Attendance
			Grade	Rate
			Year	Survey Rating
				Prof.
				Development

Sample Measures

Measures		Stipends	Additional Point-bearing measures
# Behavioral Incidents	NECAP Math Student Achievement %	MSFE Facilitator Stipend	Building Bonus Points
% AP Students	NECAP Mean Score	MSFE Induction / Mentoring Stipend	
% College Bound	NECAP Reading Growth %	MSFE Lead Facilitator Stipend	
% Drop Out	NWEA Language Usage Growth %	MSFE PD Stipend	
% Honor Roll	NWEA Math Growth %	MSFE Site Coordinator Stipend	
% On-time Student Attendance	NWEA Predicted Proficiency Math	MSFE Stipend	
% Passing all courses	NWEA Predicted Proficiency Reading	NB Certified Principal Stipend	
% Positive Advancement - Math	NWEA Math Growth %	NB Certified Teacher Leader Stipend	
% Positive Advancement - Reading	NWEA Reading Growth %	NB Certified Teacher Stipend	
% Pursuing Advanced Studies	NWEA Science Growth %	NBCT Candidate Support Provider Stipend	
Accelerated Math Objects	On-Time Graduation Rate	Take One! Stipend	
Accelerated Reader	Parent Perception Rating		
AIMSWEB Math Student Growth %	Presidential Fitness % Meeting		
AIMSWEB Reading Student Growth %	Professional Growth Rating		
DIBELS Growth %	PSAT Overall		
District Writing Prompt: Conventions Growth %	PSAT/SAT Growth %		
District Writing Prompt: Idea Development Growth %	SAT Literacy		
DRA G1 Growth %	SAT Math		
DRA Growth	SAT Overall		
DRA Levels-Grades K-3	SAT Reading		
DRA Proficiency	SAT Writing		
DRA Student Achievement %	SLO Rating		
DRA T1 Growth %	Staff Perception Rating		
Everyday Math Student Achievement %	Student AR Participation		
MHSA Science Augmentation	Student Perception Rating		
NECAP % Meets/Exceeds			

Calculating Scores

Define the calculation model using the values below.
When finished please click “Save” to name and save your model

 [Definitions](#)  [Excel](#)  [PDF](#)  [CSV](#)

Domain		Indicator		Base	Max. Goal	Priority %
Assessment	▼	% of students at or above	▼	65%	90%	30%
Attendance	▼	Attendance Rate	▼	90%	98%	20%
Assessment	▼	Median Growth Percentile	▼	60	90	20%
Other	▼	Professional Growth Rating	▼	3	4	20%
Total						90%





Return to indicator
Selection

Add indicator

Save

Saved Models

Below is a listing of models available for Maine School District 123. Please click on the link if you would like to see the details of a particular model

 Definitions  Excel  PDF  CSV			Last Updated
Model Name	Description		
<input type="checkbox"/> Elementary-1	Used for teachers in grades 1-8 who teach subjects for which no state assessment is given.		5/12/2010
<input type="checkbox"/> Elementary-2	Used for teachers in grades 1-8 who teach subjects for which state assessment is given.		9/17/2010
<input type="checkbox"/> HS-1	Used for teachers in grades 9-12 who teach subjects for which no state assessment is given.		4/23/2010
<input checked="" type="checkbox"/> HS-2	Used for teachers in grades 9-12 who teach subjects for which a state assessment is given.		7/14/2011

[Back](#)[View](#)[Edit](#)[Delete](#)

Models - Approximately 70

- Range of 5 models to 42 per District
- *School-based models* - the most granular level for which data are available
- *Position-specific models* - e.g., Math Teacher model vs. Art Teacher Model
- Future Phases - move to models with common measures, but with individualized base and goal/target numbers so that teachers are evaluated based on the students whom they teach, not a school-wide number.

Schools for Excellence Module



DATA WAREHOUSE

Help?

Snapshots



Data Tables



Growth Model



**Directory
Manager**



**Maine Schools
for Excellence**



Site Information



Maine DOE Home
Data Warehouse Home

Reports

**DOE DATA WAREHOUSE**

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Maine State Department of Education

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MSFE

[Scorecard by Model](#)

[Scorecard by Name](#)

[Reports](#)

Maine Schools for Excellence Reports

[Average Total Incentives](#)


[Median Total Incentives](#)

[Percentage of Staff Receiving Incentives](#)

[Staff Summary Payroll Report](#)

Site Information

Scorecard by Model

**DOE DATA WAREHOUSE**

MSFE Snapshots Data Tables At Risk EPS Data Mart Growth Model Research Data Mart Directory Manager Admin Home

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Maine State Department of Education

MSFE

Scorecard by Model

Scorecard by Name

Reports

MSFE → Scorecard by Model

Filter Criteria

School Year*

2011-12

District*

Lewiston School Departmen

Model*

--Select Model--

--Select Model--

Farwell

Geiger

Longley

McMahon


Middle School

Montello

Search

Site Information

Select Teachers

**DOE DATA WAREHOUSE**

[MSFE](#) | [Snapshots](#) | [Data Tables](#) | [At Risk](#) | [EPS Data Mart](#) | [Growth Model](#) | [Research Data Mart](#) | [Directory Manager](#) | [Admin](#) | [Home](#)

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Maine State Department of Education

MSFE

[Scorecard by Model](#)

[Scorecard by Name](#)

[Reports](#)

MSFE → Scorecard by Model

School Year: 2011-12 • District: Lewiston School Department • Model: Middle School

Filter Criteria

School Year*

2011-12

District*

Lewiston School Departmen

Model*

Middle School





















Search

Search Results

Check All



Un-check All

Export

Last Name	First Name	Model	Scorecard
<input type="checkbox"/>		Middle School	 PDF  Excel
<input type="checkbox"/>		Middle School	 PDF  Excel
<input type="checkbox"/>		Middle School	 PDF  Excel
<input type="checkbox"/>		Middle School	 PDF  Excel
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<input type="checkbox"/>		Middle School	 PDF  Excel
<input type="checkbox"/>		Middle School	 PDF  Excel

Sample Scorecard

Measurement Feedback Accountability

School District #1 ABC Elementary School							
Jane Doe, Classroom Teacher, Staff ID 12345678, 2012-13							
----- Performance Standards -----							
No.	Performance Measure	Priority Points	Base	Actual	Goal	% Gain	Earned Points
1	% Student Growth - Reading [NWEA SW]	40	44.9%	52.4%	65%	37.3%	14.9
							
2	% Student Growth - Math [NWEA SW]	40	33.8%	48.9%	65%	48.4%	19.4
							
3	% Student Growth - Lang Usage [NWEA SW]	20	62.6%	53.4%	65%	0.0%	0.0
4	7C Student Perception Rating [SW]			71%			
5	NB Professional Practice Rating			0		0%	

Sample Scorecard

Recognition
and
Reward

Earned Points Subtotal 34.3

Performance Index 34.3%

Performance Pay Opportunity \$5,000

Total Performance Pay \$1,715

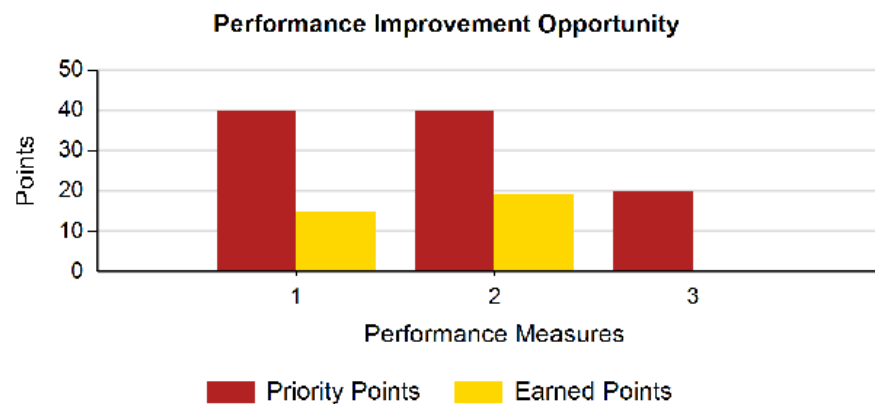
MSFE Facilitator Stipend \$1,300

MSFE Lead Facilitator Stipend \$250

MSFE Stipend \$100

NB Certified Teacher Stipend \$3,000

Total Incentive Pay \$6,365



STRIVING FOR EXCELLENCE IN TEACHING AND LEARNING

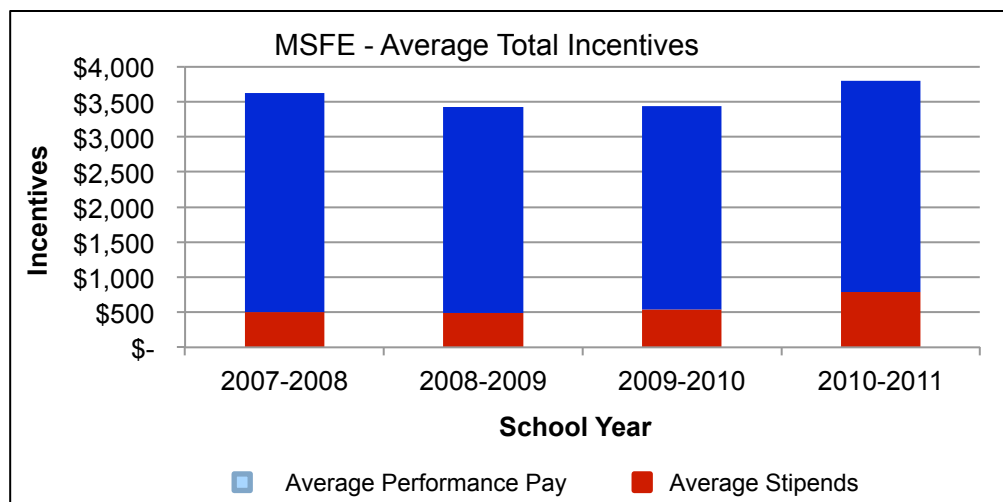
Score Card (Professional Growth)

Take One! Professional Development (17 Standards)

Professional Growth Standard		Performance Rating				PD strategies and support to consider:
		1	2	3	4	
1.1	<i>Teacher recognizes individual differences in their students and adjust their practice accordingly.</i>					[Insert district/school tailored support strategies here.]
1.2	<i>Teacher has an understanding of how students develop and learn and know the backgrounds, abilities, and interests of students.</i>					[Insert district/school tailored support strategies here.]
1.3	<i>Teacher treats students equitably and foster a stimulating and collaborative environment where all students are encouraged to participate.</i>					[Insert district/school tailored support strategies here.]
1.4	<i>Teacher's' mission extends beyond the cognitive capacity of their students.</i>					[Insert district/school tailored support strategies here.]
2.1	<i>Teacher appreciates how knowledge in their subject is created, organized, and linked to other disciplines.</i>					[Insert district/school tailored support strategies here.]
2.2	<i>Teacher commands specialized knowledge of how to convey a subject to students.</i>					[Insert district/school tailored support strategies here.]
2.3	<i>Teacher generates multiple paths to knowledge.</i>					[Insert district/school tailored support strategies here.]
3.1	<i>Teacher calls on multiple methods to meet his/her goals.</i>					[Insert district/school tailored support strategies here.]
3.2	<i>Teacher orchestrates learning in group settings.</i>					[Insert district/school tailored support strategies here.]
3.3	<i>Teacher places a premium on student</i>					[Insert district/school tailored support strategies here.]

Average Payment Breakout Report

District ABC

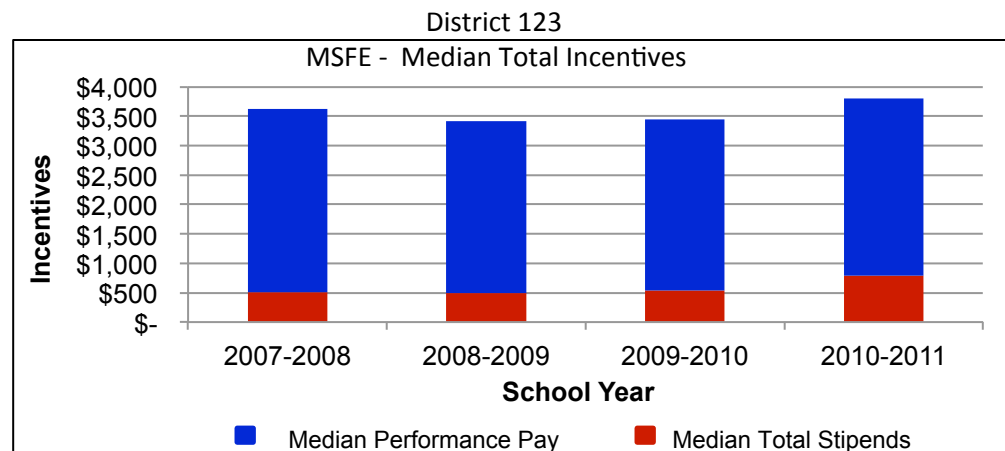


District ABC

MSFE - Average Total Incentives

District	School Year	Average Performance Pay	Average Stipends	Average Total Incentives
District 123	2010-2011	\$ 3,005	\$ 789	\$ 3,794
District 123	2009-2010	\$ 2,898	\$ 543	\$ 3,441
District 123	2008-2009	\$ 2,933	\$ 489	\$ 3,422
District 123	2007-2008	\$ 3,122	\$ 504	\$ 3,626

Median Payment Breakout Report

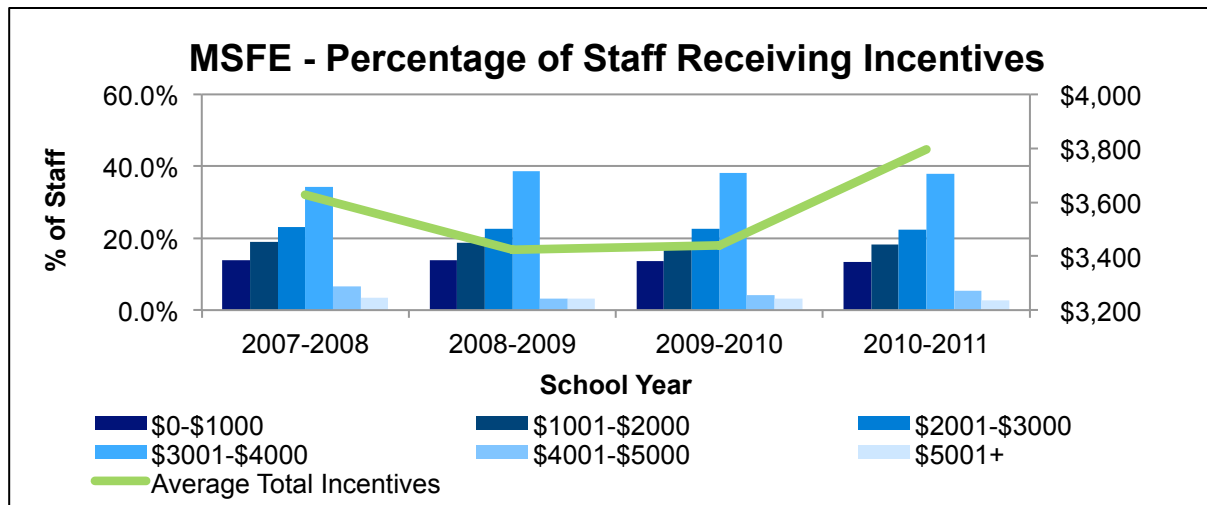


District 123
MSFE - Median Incentives

District	School Year	Median Performance Pay	Median Stipends	Median Total Incentives
District 123	2010-2011	\$ 3,005	\$ 789	\$ 3,794
District 123	2009-2010	\$ 2,898	\$ 543	\$ 3,441
District 123	2008-2009	\$ 2,933	\$ 489	\$ 3,422
District 123	2007-2008	\$ 3,122	\$ 504	\$ 3,626

Staff Incentives by Range Report

District ABC

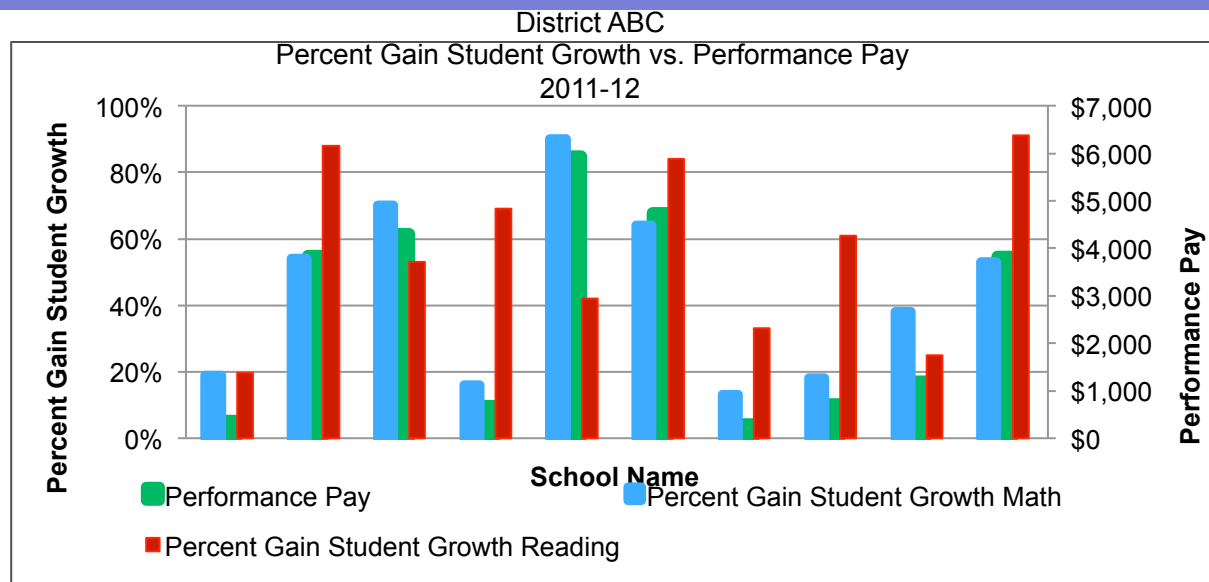


District ABC

MSFE - Percentage of Staff Receiving Incentives

District	School Year	Percentage of Staff Receiving Incentives						Average Total Incentives
		\$0-\$1000	\$1001-\$2000	\$2001-\$3000	\$3001-\$4000	\$4001-\$5000	\$5001+	
District123	2010-2011	13.5	18.3	22.3	37.8	5.3	2.8	\$3,123
District123	2009-2010	13.6	18.5	22.5	38.2	4.1	3.1	\$3,934
District123	2008-2009	13.8	18.7	22.7	38.6	3.1	3.2	\$2,898
District123	2007-2008	13.9	18.9	23.0	34.3	6.5	3.5	\$3,006

Performance Pay Vs. Specific Measures report



District ABC
MSFE- Percent Gain Student Growth vs. Performance Pay
2011-12

School Name	Average Performance Pay	Percent Gain On-time Graduation Rate	Percent Gain Student Growth Reading
School 12345	\$ 368	0.2	0.2
School 12346	\$ 3,834	0.5	0.9
School 12347	\$ 4,305	0.7	0.5
School 12348	\$ 680	0.2	0.7
School 12349	\$ 5,940	0.9	0.4
School 12350	\$ 4,736	0.6	0.8
School 12351	\$ 299	0.1	0.3

Total Performance System

- A first step toward integrating measurement and feedback, professional development and incentives into a unified and coherent system
- Aligns ALL educators toward a common goal of improved student learning
- Pays teachers incentives that are above and beyond base pay
- Distributes incentives based on group (school and/or district) performance

Flexible Data Model

- Configurable at local level
- Functions can be turned on/off
 - e.g., - Use for evaluation and professional development without performance pay incentives
- May be configured for different measures
 - NECAP/NWEA/Smarter Balanced
 - NBPTS/Charlotte Danielson
- Easy integration with third-party data systems
 - Infinite Campus/PowerSchool